CHAPTER TWO

REVIEW OF RELEVANT STUDIES

Having made a close perusal of the concepts of this investigation an attempt was made to get their historical roots. They are given, hereunder.

Studies on women

Rani (1976) studied the job role and performance of 140 married and educated working women (70% were graduates or postgraduates). Ages ranged from 20-55 yrs; two-thirds of them were teachers. Interviews provided data regarding work atmosphere, working hours, length of service, performance on job, commitment to job, attitudes of the husband, employer, colleagues and members of the family and the Ss use of leisure time. Most Ss had their jobs less than 10 yrs, indicating recent sharp increases in the employment of women. Most felt that they carried out their jobs satisfactorily and were interested in but not too strongly committed to their work. Very few husbands had prejudices against working women, and most employers had positive reactions. The attitude of colleagues was generally helpful, and family members were generally supportive.

Seksena, Agrawal and Singh (1977) used the Hindi version of the Parental Attitude Research Instrument (PARI) to compare the attitudes of 25 working mothers (WM) and 30 nonworking mothers (NWM) toward child rearing practices. Ss were 25-45 yrs old and had levels of education ranging from intermediate to postgraduate, and were upper-middle class. WM and NWM differed significantly on 2 of the 23 areas assessed by the PARI: WM were more inclined toward marital conflict and showed more approval of comradeship and sharing with their children than NWM development of masculinity in girls due to their mother's employment and their perception of them as punishing.

Seth and Bhatnagar (1979) studied 100 adolescent children of working mothers and 100 whose mothers were nonworking. The self Reporting Inventory for Extroversion and Introversion of S.P. Kulshrestha (1971) and the Adjustment Inventory for college students of A.K.P. Sinha and R.P. Singh (1971-1973) were administered to both groups. The boys of working mothers were more extraverted than the girls, boys of nonworking mothers more introverted. The girls of the nonworking mothers; the boys of nonworking mothers were more introverted than the boys of the working mothers. Significant differences were also found between the boys and girls of working and nonworking mothers in the social, educational, emotional and employment of the mother significantly affects the relationship between extraversion and adjustment of both sexes; unemployment of mothers significantly affects the relationship between extraversion and adjustment of the boys and between introversion and adjustment of the girls.

Dixit and Vishnoi (1980) suggested that the increase in the number of working mothers in recent generations has inevitably had an effect on family relationships. Findings from a study with 366 female 13-17 yrs olds are presented, which suggest that daughters of employed mothers are higher in masculinity (as measured by the MMPI) than the daughters of unemployed mothers. Results suggest that mothers who were employed were largely perceived by their daughters as neglecting, rejecting and punishing whereas the unemployed ones were perceived as protecting, rewarding and loving. Various situational factors are noted that may lead to the development of masculinity in girls due to their mother’s employment and their perception of them as punishing.

Bhattacharyya (1980) reviewed some of the psychoanalytic literature on maternal separation and attachment in the relation to current research on the psychological effects on children of the mother's
employment. Recent studies have produced contradictory findings. The research and theoretical formulations of L. Hoffman are cited. The effects of mother's employment on children appear to be mediated by the mother's enjoyment of work, feelings of guilt and consistency of behavior toward the child. Psychoanalytically oriented clinicians can assist working mothers in coping with conflict and stress affecting child-rearing behavior.

_Gupta and Ganguli (1982)_ developed a marriage-work information schedule was developed and administered to 80 married women working as clerks in financial organizations in Delhi, India. Results reveal the positive and negative effects of the marriage-work relationship. The negative effects of work on marriage were significantly greater then those of marriage on work. Ss experienced the greatest conflict over the “mother” role. Situational variables that were significantly related to the level of adjustment achieved between marriage and work were type of family, the degree of husband's approval of wife's employment, the presence of children, and the age of the youngest child.

_Hemalatha and Suryanarayana. (1983)_ studied the role interactions of 150 married working mothers in Tirupati, India, in the fields of teaching, office work, and hospital employment. The reasons for taking up employment, their role interactions with husband and other family members, care of children, household duties, relationship with colleagues and boss, and occupational duties were examined. It was found that wives had made more adjustments in family maintenance than did husbands. 85% of Ss complained of problems in the area of child care. However, most of them were able to combine their role as workers and housewives successfully.

_Ramanamma and Bambawale (1984)_ examined job perceptions of working women and their families in India by interviewing 1,230 women in 7 occupations and administering a questionnaire that assessed socio demographic variables and job perceptions. Findings indicate that economic need was the chief reason that Ss worked. Most Ss bore the entire burden of both the work and family role so that they preferred jobs with regular hours. Ss frequently faced criticism and opposition from family members. Data show that men accepted women in low-status jobs and preferred to keep them away from executive, managerial and decision-making posts with better remuneration and higher status. When women accepted executive posts, then they faced opposition in the form of ridicule, insubordination and conflict.

_Shukla and Verma (1986)_ studied Indian working and nonworking mother's attitudes toward home and work, role strain and mental health. 200 married, middle class Indian women were administered the Home and Employment Role Scales (Parry & Warr, 1980) the General Health Questionnaire-12 (Goldberg, 1972) and a biographic questionnaire. Half the Ss had full-time employment; half had no employment outside of the house. Ss were divided into 5 categories on the basis of age of youngest child. Results indicate that employment status had no effect on any dependent variables, but parental status did. The mothers of grown children and mothers of school-age children contrasted sharply, with the former group having more favorable attitudes, lower role strain, and better mental health.

_Shukla and Shukla (1986)_ 62 employed and 54 unemployed women participated in a study to determine the influence of employment on Ss psychological well being (PWB), which was measured by scores on N.M. Bradburn's (1969) affect balance scale. Marital status and education were evaluated as moderators of this relationship. Results reveal that (1) employed Ss reported they were as happy as unemployed Ss, (2) the difference in PWB between employed and unemployed single Ss was greater than for employed and unemployed married Ss, and (3) highly educated Ss reported having more positive feelings when they had paid employment, especially when single.

_Rangareddy and Chattopadhyay (1987)_ describe an emerging trend in India, the movement of Women into executive positions in the corporate world. The authors discuss role conflicts; issues of automation, family planning and the age of marriage; and the likelihood of change in the present situation.

_Shukla and Saxena (1988)_ assessed satisfaction with house work, paid work and dual work roles among married, employed women. Aspects of job, family and self related to women's satisfaction with dual work roles were also examined. Data were gathered from 74 women working in clerical jobs and 45 women in professional jobs. Findings suggest that (1) professional Ss have greater satisfaction with both house work and paid work and experience more job challenge; (2) both groups evaluate themselves negatively in comparison with men but positively in comparison with unemployed housewives and unmarried, employed women; (3) dual work role satisfaction among clerical Ss is positively related to job rewards and job comfort and negatively related to job challenge, and (4) among professional Ss, satisfaction is positively related to job challenge and a favorable self
Mukhopadhyay (1989) compared 100 working mothers with 100 of their nonworking counterparts (all aged 25-50 yrs) with respect to (a) stress level, measured in terms of their anxiety score and (b) certain general indicators of health including a broad measure of stress. Results showed that anxiety and health scores of the 2 groups of women were similar. Further, the health score and anxiety score were correlated more clearly among the working mothers.

Khanna and Shirali (1989) examined the positive and negative life stress, anxiety and depression among 220 working women and 186 nonworking women (all Ss aged 25-35 yrs) in Jalandhar and Shimla, India; Ss were either Hindu or Sikh. Ss completed the Life Experience Survey, State-Trait Anxiety Inventory and the Beck Depression Inventory. Analysis revealed more life stresses, both positive and negative, in women living in Jalandhar when compared to those living in Shimla, regardless of marital or work status. Anxiety was reported most often in working, married Sikh women from Shimla and in working, unmarried Hindu women from Jalandhar. Depression was reported most often in nonworking, married Hindu women in Shimla.

Ghadially and Kumar (1989) explored the stresses strains and coping styles of 35 female professionals aged (24-60 yrs) from different organizations in India. Results indicate that the salient stressors were inadequate pay, underutilization of skills, variability in work load, lack of participation in decisions, and conflict between home and job. Frequently reported strains included tension and fatigue. Reading to increase knowledge, planning and goal setting was a major adaptive response. On a social readjustment rating scale; no significant problem was reported in the majority of cases, while some Ss reported mild or moderate problems. Cross-cultural comparisons between India, the U.S. and Taiwan are made.

Roopnarine, Thlukder, Jain, Joshi and Srivastava (1992) observed 54 dual and 34 single-wage Indian couples during interactions with their infant children in their homes in New Delhi, India. The couples also were asked to assess their personal well-being and extent of social contacts with kinship members. Analyses examined sex-of-parent, sex-of-infant and family structure differences in parent-infant interactions and the association between personal well-being and kinship tie and parent-infant interactions. The results confirm traditional patterns of involvement with babies irrespective of family structure and differential maternal involvement with babies by family structure. Personal well-being and kinship ties were good predictors of object-mediated play between mothers and infants of mothers' positive style with babies. The data suggest minor changes in parent-infant interaction as a function of wives, employment outside the home.

Tharakan (1992) hypothesized that professional women and non professional working women would differ in their job-related stress and level of job satisfaction. 90 professional working women (doctors, engineers, and lawyers) were compared with 90 nonprofessional working women (clerks, officers and teachers) on these variables. The Occupational Stress Indicator Scale developed by C.L. Cooper et al (1988) was administered to measure occupational stress and job satisfaction. The relationship between occupational stress and job satisfaction was significantly associated with job status. It is suggested that professional working women experienced greater work-related stress then nonprofessional working women because the expectations of the former group were much higher then those of the latter group.

Bharat (1994) compared the responses of 100 Indian career women in professional and high-paying jobs with those of an equal number of Indian women who held low-level jobs and with the responses of their spouses concerning their perceptions of “Indian women.” Ss were required to describe the qualities that they did not desire in Indian women. Compared to the nonprofessional women, the professional women and their spouses perceived Indian women in emphasizing their ability to strike a balance between their family and work spheres.

Ahmad, Kishwar and Bhardwaj (1994) studied the family communication and adjustment of 100 female college students, 62 of whom had mothers who were employed (Group 1), and 38 of whom had mothers who were housebound (Group 2). Ss were given the Parent-Adolescent Communication Scale and the Adjustment Inventory. There was no effect of maternal employment on daughter-father communication, but significant differences were found in daughter-mother communication. A similar pattern was obtained in the adjustment scores. The social health, home and total adjustment of Group 2 was significantly better than that of Group 1. The “ripple effect” of stress due to the harsh conditions and cultural tradition of the hills was proposed as an explanation.
Chowdhary (1995) examined the features of the families with employed women and young children in India. The affect of working mothers on marital relations, child care and her own health were studied. It was found that a majority of mothers work outside due to economic necessity, although 50% of mothers were against it. As for husband’s attitudes toward their wives’ employment, it was revealed that 55% of the husbands approved their wives’ working as a full time worker. However, 38% of selected employed mothers stated that they were not happy with their work outside the home, and felt guilty of neglecting their children and family. 74% of the mothers expressed their dissatisfaction over lack of alternative child-care facilities available. It was concluded that it was necessary to re-examine the role which fathers should play inside home in order to fill in gap of the mother’s employment.

Thakar and Misra (1995) examined the pattern of daily hassles experienced in relation to perceived control, social support, mental health and life satisfaction of 40 dual career women and housewives in India. Dual career women reported significantly greater incidence of daily hassles but displayed a greater degree of life satisfaction than did housewives. Older (aged 40+ yrs) dual career women from nuclear families perceived a greater degree of control than did Ss from joint families. Social support was shared similarly across from joint families. Social support was shared similarly across all groups.

Saxena and Rani (1996) studied family and employed of women in India as indicators of life satisfaction and happiness. The sample for the study consisted of 40 employed and 40 unemployed middle class women. Life satisfaction and happiness were measured by self-made tests of life satisfaction, perceived happiness, attribution, anxiety and family structure by work roles compatibility. Results reveal that non-working women experienced greater life satisfaction than working women and happiness was greater among nonworking women then working women.

Bhushan and Karpe (1996) investigated psychological and cultural factors contributing to familial role stress in an exploratory study of working women in Bombay, India / the target group consisted of 45 married women, ages 25-40 yrs, who worked full time or were self-employed/(examined) the type and magnitude of stress experienced at the work place and in the home, and its effect on the marital relationship and on relations with children and other family member/(identified) causes of familial role stress, its direct and indirect consequences, and the various strategies that working women use to cope with stress/ (offered) recommendations for reducing familial role stress.

Pillai and Sen (1998) investigated the life of working women with regard to their dual role, as professionals and family care-takers. 100 married women (aged 25-54 yrs), representing 4 professions (doctors, lawyers, media women and executives), were examined to see how many were successfully able to combine these 2 roles. Job involvement, family support and 6 life aspects, i.e., (a) personal time, (b) physical strains, (c) psychological conditions, (d) marital life, (e) physical life and (f) professional commitment were assessed. An attempt was also made to elicit the possible solutions to the problem faced by those women. Results indicated that only as low as 7% of working women were able to harmonize their dual roles. Most of the strategies suggested as solutions revolved around government initiatives, family-friendly organizational schemes, and a general societal reorientation.

Thakar and Mishra (1999) studied the role of social support in daily hassles and well being experiences of women. 196 employed and 54 unemployed married women served as Ss. Considering the complexity of social support, 3 measures of social support were used. It was found that through the employed women experienced more hassles and received less support than their unemployed counterparts, they enjoyed better well being. Employed women’s higher well-being speaks of the relative deprivation in housewives’ role and desire for opportunities to use their potentials for self-actualization and self-gratification. Resources generated by employment (e.g., income, status) appear adequate not only to cope with stresses emanating from multiple roles, but to enhance well-being.

Andrade, Postma and Abrahm (1999) studied that in urban India, working women are expected to continue to perform their traditional domestic duties, and the likely result being compromised well-being due to role strain. Husbands of working women may also experience pressures and hence poorer well-being. Well-being in working couples, particularly husbands, is little researched in developing countries. The Subjective Well-Being Inventory was administered to 46 ‘one working’ (only husband employed) and 51 ‘both working’ (both spouses employed) randomly selected urban, middle class couples. Several aspects of subjective
well-being were assessed including affect, expectation- achievement congruence, family group and social support, confidence in coping and perceived poor health. In one-working as well as both-working families, wives (aged 32-55 yrs) experienced less well-being than did their husbands (aged 42-68 yrs). Working wives experienced more confidence in coping than non-working wives. Husbands in both-working families experienced better social support but less social contact, less mental mastery and poorer perceived health than husbands in one-working families. Few or no socio demographic variables were associated with well-being. Results suggest that wives' employment may benefit women but stress their husbands.

**Dutta (2000)** examined the effect of the employment of women on the structure and functions of households within the Bengal community in a part of northeastern India. Despite its demographic significance, this cultural grouping remains largely unstudied. 65 married and 40 unmarried women (aged 20-60 yrs) completed questionnaires relating to social background, household decision making, division of household, and attitudes toward social issues. The results show that the entrance of women into the paid work force has had a partially transformative effect on the household responsibility for domestic tasks and decision-making. In addition unmarried women are coming to view marriage in distinctly non-traditional terms. The author suggests that paid employment has the potential to alter deeply-embedded a well-established cultural norms.

**Aminabhav and Kulkarni (2000)** studied the significance of difference between working women and housewives in their marital adjustment. The sample consists of 50 working women and 50 housewives (23-55 yrs old). The marital adjustment inventory developed by **C.G. Deshpande (1988)** was used to measure the marital adjustment of the two groups. The obtained responses were scored and subjected to a “t” test. Results revealed that the working women have significantly higher marital adjustment than that of the housewives. In addition to this it is also observed that women of the adult group and women who came from nuclear families have significantly higher marital adjustment than their counterparts.

**Kumari and Singh (2000)** investigated possible differences in life stress, anxiety, locus of control, Type A behaviour, and personal efficacy of working women and housewives. Data from 105 working women (lecturers, factory workers, nurses) and 75 housewives were analyzed. The Life Changes Experience Survey, State-Trait Anxiety Inventory, Social Relation Inventory, Jenkins Activity Survey and Personal Efficacy Scale were administered to the Ss. The analysis identified a number of differences between working women and housewives regarding their life stress, state-trait anxiety, locus of control, Type A behaviour, and personal efficacy. The results show that, in comparison to working women (lecturers), housewives experience more positive personal life stress, feel a greater amount of anxiety, and have high external locus of control. In comparison to blue collar female workers, housewives experience more negative and positive personal life stress, feel a lower degree of state-trait anxiety, have more personal efficacy, are more hard-driving, more impatient and aggressive (Type A behaviour). Housewives experience more negative and positive personal stress, have more personal efficacy, but feel a lower degree of anxiety in comparison to female nurses.

**Bhatnagar and Rajadhyaksha(2001)** explored attitudes towards work and family roles of professional men and women in India. 92 husband-wife pairs from salaried, upper middle class, dual-career families in India participated in the study. Propositions based on adult development theories of men and women, regarding reward value derived from and commitment made to occupational, parental, marital, and homemaker roles over the life cycle, were tested. Results indicated that there were no change with age, in attitudes towards occupational and homemaker roles. Instead, gender-based differences in attitudes towards these roles were observed. Attitudes towards the marital and parental role varied across the life cycle, although not keeping with propositions based on the adult development theories of men and women. There was no reversal in attitudes towards work and family roles of men and women after midlife. Rather, some reversal in attitudes appeared to occur between the marital and parental role, over the life span of both men and women. Results were reviewed within the Indian cultural context and their implications for the career development of women were discussed.

**Sharma Yadava and Yadava (2001)** assessed the impact of job stress on the mental health of 120 women, aged 25-35 and 50 yrs and above, with low (nonworking), moderate (job requiring approximately 4 hrs per day) and high (job requiring approximately 8 hrs or more per day) job stress. There were 40 Ss in each group. The general Health Questionnaire, which measured psychological distress, and a mental health inventory were administered to all Ss individually. Age and the interaction of age and job stress had no significant effect on General Health Questionnaire and Mental Health Inventory scores. The moderate job stress group was
less prone to psychological depression, exhibited the least symptoms of neurotic disorders, and had better mental health as compared with the low or high job stress group.

Jain and Gunthey (2001) studied work status and dual role of working women influences their mental health. This study examined the adjustment problems of working women to test the hypothesis that adjustment problems would be higher among working women. A marital Adjustment Questionnaire (Kumar & Rohatagi, 1985) and Problem Check List (Joshi & Pandey, 1989) questionnaires were used to measure marital adjustment and other adjustment problems among 240 working and non-working women (aged 25-45 yrs) selected from Government organizations of Jodhpur City. Results indicate that non-working women had better understanding, more marital satisfaction and fulfillment of expectations; where as the working women perceive little personal responsibilities for martrial outcomes. Working women reported more hassles, less support, more psychological adjustment problems higher level of mental health hazards.

Harshpinder and Paramjit (2001) investigated the different physical stress management techniques (PSMTs) utilized by women. Ss were 150 women (aged 18-60 yrs), 75 who were working and 75 who were not working. Ss were assessed with an interview schedule that contained items regarding various PSMTs including relaxation, correct posture, diet, body therapy, medicinal therapy and natural care categories. Responses were quantified on a scale ranging from “never” (0) to “always” (2). An examination of the data reveals that though both categories of women made use of PSMTs, the frequency of use of PSMTs was higher in working women. Results show that working Ss were making more use of daily writing, standard furniture, and a high fiber diet compared to non-working Ss. The two groups did not differ significantly in the use of other techniques. Both groups did not prefer medicinal and natural therapies. Assumption based on gender stereotypes regarding the difference in intellectual ability. Gender differences were visited in intellectual ability.

Rao, Apte and Subbakrishna (2003) stated that the background Married working women experience a considerable amount of strain from their multiple roles. At the same time, studies indicate that they enjoy a high level of well-being. While the nature of employment and the level of spousal support have been examined in relation to well being, the role of coping styles has not received much attention. The aim was to examine the role of work-related factors, availability of support and coping styles as predictors of well being. Method: Sixty married, working women were individually interviewed with regard to seasons for employed and support availability and administered the coping checklist and subjective wellbeing Inventory. It was found that on stepwise multiple regression analysis, greater use of social support seeking and less use of denial as coping styles, absence of multiple role strain, working to be financially independent, availability of support and refusal of job promotion were significant predictors of well being. In working women with multiple roles, enhancing problem and emotion focused coping by strengthening the use of the support network is important for well being.

Mohan, Sehgal, and Tripathi (2005) have told that before the advent of positive psychology movement, professionals in psychology were mainly concerned with exploring what's wrong with people and their emotions and how therapy could be provided these mentally ill people than appeared the movement of positive psychology, spearheaded by people like Martin Seligman, who advocated the study of positive emotions like happiness, joy hope, optimism and life satisfaction with health, well-being and stress. For this purpose, a sample of 50 male college students in the age range of 18-20 years was chosen and administered a battery of tests. Results were discussed in terms of highlighting how positive emotions have the unique ability to enhance health and well-being.

Kothiya (2005) aimed to ascertain the life satisfaction among higher secondary teachers. The index of life satisfaction scale (LSS) developed by Ramji Shrivastav was used for data collection. The total sample consisted of 160 teachers in Rajkot District. T-test was used for the analysis of data. The result revealed did not significantly affect their life satisfaction.

Sinha and Roy (2005) presented an overall aspect of stress related to one's job, because behaviour under stress is one of the major concerns of present times. People's life is becoming more and more stressful today representing a serious cost of society, both in human and monetary terms. Through stress at work has become a permanent and pervading feature of modern organizations, the individual as well as the organization cannot remain in a state of continuous stress. They certainly adopt one of the other strategies to deal with the perceived stress, which in turn put differential effects on their job behaviour and overall physical and mental health. For these reasons, it seems important for us today to understand the nature of stress-responses, so
that we can devise ways and means to protect the modern man from the clutches of the devil he himself has created and his quality of life can be enhanced. In this paper concept of stress, its origin, reaction, psychophysiology, causes, mental illness and management were described.

Anindita and Vijaya Lakshmi (2005) compared working and non-working women on modernization and stress. The sample consisted of 200 women (100 working and 100 non working) with an age range of 30-50 years from Patna. Comprehensive Modernization Inventory by Ahluwalia and Kalia (1985) was used for measuring modernization along with stress scale developed by Singh (2004). Chi-square and t-test were used for statistical analysis. The results revealed that (i) working and non-working women differed significantly in respect of modernization and (ii) working women scored higher on stress scale in comparison to their counterparts. Different suggestions and counseling sessions were provided to working women for improving their quality of life.

Pandey (2005) designed a study to understand how indicators of power were related with the source of ‘stress and crises in life’. The sample consisted of 200 married women located in Patna, coming from middle class families. A scale was developed to measure the respondents’ Power score with the help of the indicators of power. Another scale was developed to examine the source of power, namely ‘stress and crises in life’. It was observed that the better educated group of women considered “stress in life” as significantly important source of power in comparison to their counterparts. Significant and positive correlation, were observed between the different indicators of power and the composite power indicator score, indicating that those who are high on one power indicator, likely to be high on the other power indicators too.

Singh, Sinha, and Kumari (2005) designed to study quality of life of female teachers and hospital nurses working in different Govt. Schools and Hospitals of Patna. The sample consisted of 200 randomly selected young working women (100 school teachers and 100 nurses) of 21-32 years of age. Women Quality of Life (WQOL) scale (Daga & Husain, 1997) along with PDS were used to collect data. t-test was used to compare the two occupational groups in respect of factors measured by WQOLS. The results revealed that school teachers were significantly higher on participation, job satisfaction, societal attitude and overall scores of quality of life than nurses. On the other hand, nurses were higher on concern worries, constraints and research for better life factors of quality of life then school teachers. On freedom of social interaction and job satisfaction-dissatisfaction, both the groups were found almost similar.

Mishra (2005) found whether today’s women are competent enough to successfully discriminate between these two roles/identities and could establish her as a model before others or fails to climb the ladder proving her unsuccessful. Based on the data from a large sample of career women (n=220) this paper highlighted the prime issues that are creating obstacles in their way to success and it is also supported by some ways and means of overcoming the irrelevant stresses and strains of life positively and gracefully.

According to Karnatak (2005) women folk face many problems in their lives. This study tried to find out the patterns of health related problems among housewives and those employed in various jobs. The sample consisted of 40 women ranging between 32-40 years were considered in which 10 women were housewives and rest of them were working as class II, class III and class IV employment. Depression and life satisfaction were measured. It was found that the level of depression were quite high among women having higher level of job. Health related problem like, obesity menstrual cycle etc. were commonly evident among all.

Agarwal and Dhawan (2005) investigated the spouse role expectations of Indian husbands and low far their role expectations match with spouse role performance. 120 Married males (n=120) belonging to Hindu middle class families participated in the study. It was found that the spouse role expectations of Indian husbands are more traditional and here is significant difference between spouse role expectation and spouse role performance. These findings imply the need to focus on the role stress and psychology well-being of Indian husbands.

Bhardwaj & Singh (2005) have studied the term gender is used to mean the state of being male or female. It is assumed that there may be behavioral disparities between male and female individuals. But one thing should keep in mind that the differences in the behaviour of male and female individuals might be caused not only by sex difference but by other factors also such as environmental factors. The belief that male and females differ in behavioral patterns gives rise to gender stereotypes about males and females abilities, personality traits and social behaviour etc. This paper examines the assumption based on gender stereotypes regarding the
differences in intellectual ability. Gender differences were visited in intellectual ability.

According to Vikstrom (2003) it is often hard to unravel the actual work of women in history. Generally few sources are able to give vital information on their occupational structure. What we know, though, is that a vast majority of women were engaged in domestic work. Servants frequently appear in quantitative data, such as parish registers, poll-taxes or censuses. Nevertheless, these sources fail to cover what women really were doing in order to pay for their daily bread. But in what ways the occupation reported in the quantitative records leave no occupational information on women at all. With the computerized parish registers of the Demographic Data Base at Umea University, Sweden, it is possible to link alternative information on individual women's work to the quantitative data and build on the picture of women's occupations. Consequently, whereas the parish registers enable us to deal with demographic issues concerning the marital, geographical, and social path of women in the part, the alternative sources formed by local newspapers, patient records, and business statistics often further information on their life and working conditions. This paper reveals that alternative sources are better than the quantitative data at revealing the often multi-occupational and part-time work of urban women. Newspaper advertisements, announcements, and police reports, for instance, reveal the voices of the otherwise silent women workers and tell us about their urban context. The town and time in focus is Sundsvall in 1860-1893, a Swedish sawmill town situated about 400 kilometers north of Stockholm.

Kim & Zepeda (2004) used a Nash-co-operative bargaining framework to examine how members of US family farm households allocate their time between work and leisure. Time allocation categories for parents include farm, off-farm, and household work as well as leisure time; for children, the categories are farm work and leisure time. The analysis includes 227 Wisconsin dairy farm households. Most notably, the results confirm that US women and children make significant labour contributions and that both women and men are decision makers regarding their own and their children's time allocation. The results also show that intra household time allocation on US farms is gender specific, and that the father's economic status has the largest impact on the time allocation of household members. The findings also confirm that children's labour makes an important economic contribution to the operation of their family farm.

Meulders et.al (2004) have introduced a collection of papers originally presented at the 79th Applied Econometrics Association Conference which was organized with the specific aim of stimulating discussion on the 'econometrics of wages'. Topics of particular focus include gender wage gaps and wage discrimination. The papers provide insight into the magnitude and sources of gender, racial and sexual orientation earnings inequalities.

According to Leemans (2003) the relationship between procedural justice in promotion decisions for women and contextual factors examined were a lack of female role models, limited networking opportunities for women, gender segregation and formal career ladders. It was found that gender schema is a moderator between procedural justice and the perceived number of female role models and between procedural justice and the perception of formal career ladders. Although gender schema was not a moderator in the relationship between procedural justice and gender segregation, or in the relationship between procedural justice and networking opportunities for women, a significant main effect was found. These results are consistent with the notion that organizational justice perceptions are products of individual cognitive processes, which develop in response to cultural expectations.

Whitehead and Thrope (2004) have discussed the position of women in state school physical education, focusing in particular on the ‘instructors’ who were appointed to work with women teachers and senior girls, and prepare trainees at the Teachers College in South Australia. In exploring this little researched area, the article explores shifting representations of the woman ‘instructor’ from the 1920’s, highlighting the interplay of key discourses associated with age, gender, marital status, character, disciplinarily and physical activity. In addition, the authors explicate ways in which these discourses were interwoven in the career of May Cleggett, who for most of the period was the only woman physical education instructor in South Australian state schools.

According to Braine and Waller (2004) Framed by discourses of lifelong learning and widening participation, further education Access to University courses attract mature students from a range of social backgrounds. This paper focuses on eight women students who, to varying degrees, share educational and occupational histories and aspirations. The authors explore their experiences of the Access Program by referring to developing learner and class identities and related femininities. This transitional phase is not a straightforward one of
simply shedding old identities and donning unproblematic new ones, but is instead a period of reflexivity and risk, confusion and contradiction. Based on interviews held on term basis throughout the one year course, they draw on an analysis of risk to examine the gendered complexities of transitional class and learner identities and developing educational histories. In so doing, they challenge the assumption that a changing learner identity necessitates a corresponding shifting class identity.

By Loo and Thorpe (2004) a two-rounded Delhi study was conducted with a panel of 41 Canadian female nurse managers selected from hospitals with at least 100 beds, in the province of Alberta, Canada. The Delphi study examined the changing roles of First-line nurse managers (FLNMs) and major challenges they face with the aim of identifying major stressors and presenting recommendations for senior health care administrators to effectively support FLNMs in the future. Findings underscored the need to better prepare FLNMs for their changing and challenging roles. Organizations need to provide FLNMs with the resources to ensure quality patient care and enable them to spend more quality time executing their products of individual cognitive processes, which develop in response to cultural expectations.

A study was done by Morrison and Skaffer (2003). In the initial experiment, men and women with varied gender-role orientations evaluated gender-stereotyped and non stereotyped advertisements for “gendered” products that are actually used by both sexes. Consistent with a gender-role congruence model of advertising effectiveness, traditional participants (masculine men; feminine women) responded more favourably to traditional (i.e., gender-stereotyped) than to nontraditional advertisements, whereas nontraditional participants (androgynous individuals; feminine men; masculine women) reacted somewhat more favourably to be nontraditional advertisements. Experiment 2 revealed that when encouraged to self reference, traditional participants became much more responsive to nontraditional advertisements, even more so than were the nontraditional participants. Practical implications of these results are discussed.

In a study done by Bergman (2003), a preliminary Women Workplace Culture Questionnaire (WWC) was validated on new data sets (N=446, including nine subgroups; response rate 72-97%) in terms of descriptive statistics, factor analysis, corrected item- total correlations, internal consistency reliability, and Pearson's correlation. Four factors called perceived burdens on women (coefficient x=.87), personally experienced burdens (coefficient x=.84), sexual harassment (coefficient x=.71) were acceptable. Normative data are presented. The standardized indices correlated significantly with self reported ill health, psychological stress, and work satisfaction. The presented WWC (24 items) so far seems to be an adequate reliable and valid instrument, which can be used in research and evaluations of women's work environment with regard to psychosocial hindrances and micro inequalities of importance for women's health.

In a study by Budig (2003), the negative correlation between women's employment and fertility is well documented. However, the causal nature of that relationship is not clearly understood. Does increased fertility decrease labour force participation? Or, does labour force participation decrease fertility? Or are both true? Data from the 1979-1994 National Longitudinal Survey of Youth are examined using event history analysis. Detailed part-time and full-time employment histories and time sensitive measures of fertility are analyzed. Findings indicate that both pregnancy and the number of preschoolers hinder non-employed women's entrance to the work force. While pregnancy has no effect on employed women's hazard of exit, preschool children increase the hazard of labour force exit for full-time workers. Older children have the opposite effect: they encourage full-time employment. Older children decrease the likelihood that mothers will exit either part or full-time employment and increase the likelihood that non-employed mothers will enter full-time employment. Finally, both part and full-time employment reduce women's hazard of pregnancy. Findings are consistent across racial and ethnic categories.

Studies on well being

Relationship of resilience, happiness and self esteem with well-being were explored by Srivastava (2004) using a sample of 30 undergraduate students from a premier technological institute located in North India. Data was analyzed through factor analysis, regression analysis, and t-Test. Results showed that resilience and happiness were positively related to well-being, where as happiness and positive association with resilience and negative association with self-esteem. Self esteem was negatively associated with resilience and well-being. Experiential learning in a testing group type intervention seemed to a cause an increase in all core variables except self esteem,
which suffered a setback, as evidenced through data obtained at a second time point. Results are discussed toward
the importance of resilience, happiness and experiential learning for increased well-being.

**Biswas and Gupta (2004)** investigated relationship between quality of work life, subjective well-being, personal well being and work related stress among police personnel. The study was conducted in two phase, qualitative data were collected from 200 male and 117 female constables and head constables. The second phase involved data collected through in depth interviews with senior officials ranging from PSI’s to the commissioner. Part of the data that has already been analyzed show sharp variations in how the police perceive their public image. Future analysis would be aimed at understanding factors affecting organizational performance, there by enabling us to make feasible recommendations to bring changes in the system and policies through which the police work.

The Pendulum of Health Concept has swung from absence of disease to physical mental, social and spiritual well-being of a person. In order to be physically healthy one must have (i) well functioning organs (ii) sound sleep (iii) balanced diet (iv) physical exercise. But in the present era of population explosion, rapid industrialization, urbanization and environmental pollution such a sweet physical health can only be dream. Social health is basically oneness, unity, co-existence and brotherhood which are achieved by inter-personal loving relations, selfless cooperation and tolerance amongst the society irrespective of cast-creed and religion. Mental health is a feeling of self-satisfaction, stability of mind under strenuous and stressful circumstances **Saini (2004)**. It is a combination of accommodative intellect and self control over the normal or abnormal situations like fear anger, jealousy, worry and severe criticism. Spirituality can’t be divorced from day to day active life. It is vital for all other dimensions of health and sets free from all ill health. It is manifestation of virtues and values in life and helps in establishing a link between soul and supreme soul. It is a blossom of innate qualities of a man and should not be considered as synonymous to religion. Once a person becomes spiritual, he attains divine virtues like purity, tolerance, introvert ness, fearlessness, humanity, patience, sweetness and cheerfulness. By practicing these virtues one can attain eight dynamic powers like tolerance, Adjustment and Judgment. One can also overcome lust, anger, greed and ego in once life. Ultimately, one can attain a perfect health, covering all aspects narrated through this write up.

Thus, it appears that health is better then wealth. Better subjective well-being healthy means physically strong, mentally wise and spiritually good. Health is an important concern of both tribal and modern people (**Balakrishnan, Babu & Roja Ramani 2004**). In the present study an attempt was made to investigate the physical, mental and spiritual well being of Irulas, a majority tribal community of Nilgiris District, TamilNadu and South India. Through the community as a whole carries a genetic problem of Sickle Cell Anaemia, it is of interest to know the health status of men and women in this community and check if there are any gender differences in the well-being of them in terms of their U.S.H.A. body mind and spirit. A random sample of 30 men and 30 women from Irula Community, age ranging from 40-55 years and living in Kolikarai and Kunjapanai villages, Kothagiri Taluk of Nilgiris District were administered the Balakrishnan U.S.H.A. Questionnaire (**Balkrishnan, 2002**) a measure of U.S.H.A. physical, mental and spiritual well-being and scored. The statistical techniques of men, standard deviation and critical ratio were used to analyze the significant mean differences in the sub-dimensions of U.S.H.A. well-being. It was found that there are significant gender differences in the U.S.H.A. physical dimensions of Nutrition, De-medication and De-addition; in the U.S.H.A. mental dimensions of happiness and self-esteem; and in the only U.S.H.A. spiritual dimension of Transcendence and Joy. In no other U.S.H.A. physical, mental and spiritual dimensions gender differences were found. The implication of these findings for U.S.H.A. well-being among Irulas was discussed.

In view of **Molia (2004)** Vipassana is one of the India’s most ancient Meditation techniques. One starts by observing the natural breath to concentrate the mind with this sharpened awareness one proceeds to observe the changing nature of body and mind and experiences the universal truths of impermanence, suffering and egolnessness. This truth realization by direct experience is the process of Purification. The entire Path (Dhamma) is a universal remedy for universal problems. Vipassana is a technique that purifies the mind, reconditioning the negativities of anger, hatred, greed, selfishness etc. by self observation and introspection. It is insight Meditation. Vipassana Meditation aims at the highest spiritual goals of total liberation and full enlightenment of mental health.

According to **Singh (2004)** the Indian approach to life as a whole is unique. It is an approach which not only encompasses health and happiness; rather it includes the successful achievement of the
mood as well as the ultimate goal of spiritual unfoldings – God/Self Realization. The four goals of life (Purusharthas) namely Dharma (Righteous living), Artha, (Righteous earning) Kama (Desire fulfillment righteously) and Moksha (God/Self Realization) and four Ashrams of life namely Brahmcharya, Student life, Grihasth (Householder), Vanaprastha (the post retirement) and Sanyas (the Renunciate) are the milestones for the fulfillment of life in an ascending order in the first, second, third and the fourth quarter of the life span. The goal of life are inter linked with the Ashrams (stages of life). These four Ashrams are further linked to the four psychological categories of men kind giving us four Varnas. Following the bounden duties according to ones Ashram and Varnas one achieves health and happiness.

Health as defined by WHO is a state of well being at the physical mental and social level as well as the acceptance of the Spiritual dimension of health, all are attained by the above mentioned life style. Happiness is mental quietude. This is achievable as one progress through the various stages of life (Ashrams). To make the mind peaceful is process of achieving happiness. Selfless activity and meditation are the spiritual practices to be adopted. Indian philosophy of Vedant says a healthy mind is a prerequisite for a healthy body. Modern science too accepts the mind body connection. It has been shown that biofeedback; meditation, hypnosis, and other mind body techniques have given the capability to the mind to control the involuntary functions as well. The approach is universal and scientific.

Shukla (2004) described that the pursuits of health and happiness or subjective well being are central to human existence. Not surprisingly, therefore, subjective well-being and subjective physical health are popular topics of psychological researches. Questions concerning personal characteristics and contextual factors that predict global and domain specific subjective well-being and subjective physical health are popular topics of psychological researches. In the context of bottom up and top down modules of subjective well-being three main sources are discussed: socio cultural characteristics, personality traits and self regulatory indicator (e.g. Brief, Butches George and Link 1993). Further, life span theory analyses that socio cultural characteristics as psychological characteristic might take on different functions and therefore, show different effects depending on the larges scaled cultural context on which they are embedded (e.g. P.B. Baltes, Lingenberger & Staudigen, 1998), such inter and intercultural variability in predictive relationship, however, is a topic that with some expectations only recently attention is also paid on them to go thrash in the concept of well-being (e.g. Devis, Fine & Davis, 1991; Diener & Diener, 1995, Neas & Pechner 1993). This study was an endeavour towards Indian approaches of well-being. In Hindu methodology the concept of “Yogakshem” is very popular. A person, who is altruistic in nature and always thinks about welfare of others, is a man in true sense. Furthermore, in the Vanparva of MahaBharat Yudhisthir was asked by the Yaksha about his opinion on well-being. In the case of his (Yaksha’s) satisfaction Yudhisthir was able to relieve his brothers from the imprisonment of Yaksha. In Manusmriti and other mythological literature well-being in defined in such ways. Now a days due to increase in science and technology and race towards materialism had change the concept of well-being. In spite of using well-being in spiritual sense person thinks about bodily pleasure. So the concept of well-being is intensely changed. There is a need to make a recollection of our past and about Indian ethics so that one could develop harmoniously.

In this materialist society most of the things can be purchased by money. Person who is wealthy can be considered as supreme. In this study Karnatak (2004) found the pattern of life satisfaction and well-being among single and dual earners. It was hypothesized that dual earners would be more satisfied and have greater sense of well-being as compared to single earners. For this purpose 60 couples were taken into consideration in which 30 were single and 30 were dual earners. They were upper and middle class families and both were in reputed job. On all participants’ measure of life satisfaction well-being were administered. It was found that sense of well-being was highly shared by dual earners. In addition, it was found that males did show less sense of well having and life satisfaction then females. Findings were analyzed in terms of gender and types of earning as effectors of life satisfaction and well-being.

Karnatak & Shukla (2004) made an attempt find out the psychological consequences of mental health. It was assumed that variation in mental health would be caused by gender and mental health was used as classificatory variable and a measure of sample selection. In addition, it was also hypothesized that psychological consequences would be facilitated by age. Eighty 25 to 50 years old served as participate. They were selected from a large sample of 400 upon which mental health Inventory was used. Psychological consequences of mental health were assessed by adjustment and emotional disturbance. Findings revealed that higher level of mental health
produced better sense of adjustment and the level of emotional disturbance. Gender issue was significant showing higher adjustment and low emotional disturbance in females. Age was unable to yield its impact on adjustment and mental health findings were interpreted in terms of gender age and mental health as effectors of psychological consequences.

**Sethi & Dickson (2004)** have opined that high psychological well-being can reduce the psychiatric disorders and can as well play important role in the occurrence or non occurrence of various diseases. Psychological well-being is the personal happiness as perceived by individual himself. The individual is considered to be the best judge of this situation and his state of well-being. In the present study, an effort was made to study the role of social support in the psychological well-being or feeling of personal happiness. Sixty subjects were selected from this organization. They were between the age group of 25-35 years. Their psychological well-being was measured individually with the help of well-being inventory by Sell. The information regarding the social support was gathered by administering Taxes, U.S.A., PMES information form by Hater and Simpson. This information form provided data about family members, peer groups and self esteem. This form also provided information regarding the perceived happiness and satisfaction with the social support one has. Subjects were classified into two groups-having high and low well-being on the basis of Q1 and Q3 scores. 't' tests were applied on the obtained scores to test the differences among these two groups of high and low well-being. These significant differences were obtained on the variables of social support like actual social supports, perceived social supports and the amount of satisfaction with these supports from family environment, peer groups and self esteem. The results indicated that subjects with high psychological well-being had significantly better family environment, peer group relationship and self esteem then their counterparts, who are low on psychological well-being. The obtained data also indicated that those who felt happy with the social support provided to them were able to face the various types of stressors in life, in the proper perspective. Whereas the individuals, who perceived that they are surrounded with disturbing social support, were not able to face the various stressors in life in a proper perspective, and consequently they were not happy and had low well-being. Thus it can be concluded that social support from various sources can greatly influence the feeling of happiness, or psychological well-being of the individuals.

**Khan (2004)** studied the power of mind for subjective well being. Our mind is an incredible power, abilities that we are not even aware of. Once we begin working with the creating power system then we can get anything that we want. It will also find you true calling, give your life meaning and have inner peace as you accomplish your goals. In this direction researches also showed that power of mind and positive thinking can improve health and well-being. Doctors and scientists now firmly believe that 75% of all sickness and disease starts in the mind. Researches have also proven that stress, which starts in the mind, is the number one cause of all fatigue and illness.

**Khan and Khan (2004)** studied the quality of relationship in marital happiness. Quality of relationship plays very important role in one's married life. It depends upon support, conflict and depth shared by the spouse with each other. It provides the aid and security during times of stress that leads a person to feel he or she is cared for by others *(Cutrona & Russell; 1990)*. Marital happiness is synonymous of marital adjustment and satisfaction. It expresses in resolving conflicts, a feeling of satisfaction with each other, an affectionate intimacy, a desire to continue relationship and activities. Contrarily, marital unhappiness may lead to mental illness, violence, and disintegration of the family and decreased longevity.

The term 'health' soon yields a complete range of indicators, which are related to illness, sickness disease, well-being as well as activities such as prevention, diagnosis, treatment, caring and service provision *(Singh and Hooda, 2004)*. The status and participation of women in this domain reveals many elements of our culture bearing directly on the social construction of gender and its consequences for women. The present investigation was an attempt to focus upon why the outcomes of medical investigation not always been successful in terms of enhancing and updating psychological health of females passing through various natural episodes, such as pregnancy, childbirth, ovulation, menstruation, and the menopause. A sample of 40 females having age range from (45-50) years passing through the menopausal phase and 40 females having normal menstruation are selected. The dependent measures are anxiety and psychological well-being of subjects. 't' test revealed high anxiety and low psychological well-being of experimental subjects. An attempt has been made to draw attention to the fact that the way our society is structured and the attitudes that exist within it can have via mediating psychological factors, serious consequences for women's physical health.
Rani and Agarwal (2004) presented an Indian theory of positive health and well-being. This is a study of positive health and well being of the organism. A beautiful parallelism was found in between the concept of the need of positive health, mental as well as physical in psychology and well-being of the organism and Atam Gyan in India Vedic Literature and Pauranic Scriptures. There is a hierarchy in human needs developed and established by Maslow. Well-being of the organism or the happiness due to self actualization is the highest level of motivational needs, under laying human behaviour. The well-being of organism is possible only in persons whose other needs like esteem, love, belongingness, safety and physiological needs have been fulfilled.

Ghufran (2004) investigated the effect of women empowerment on mental health. For this purpose a sample of 88 elderly women subjects (age ranging from 60-75 years) were selected after administering women Empowerment scale developed by Ghufran and Bisht. Mental health inventory prepared by Jagdish and Srivastava was administered to all the respondents in order to assess the extent of their mental health. The result of the study revealed that the empowerment of women's affects their mental health significantly. Women who are highly empowered were found to be better on mental health.

Raj & Venkatapathy (2004) discussed the essentials of happiness, importance of health and happiness. An attempt was made to identify factors influencing health and happiness. It was found that physical activity and fitness are determinants of health and longevity. Yoga gives physical fitness as well as mental stability and meditation also gives concentration and reduces tension 'Activity' plays a very important role, it should be engaged always in good things. Regular suitable exercise, timely food, proper nutrition, peaceful mind, vegetarian food, hygienic environment, hygienic water, fresh air etc. are considered to be the basis for good health. Life satisfaction leads to happiness in individuals of all ages. Suggestions are given for improving health and happiness.

Kumar (2004) studied positivism in Indian perspective he stated that India is an agriculturist country having rich natural resources. It has six seasons like summer, winter, rain, basant, shishir and autumn. Every season has its own climate. The inhabitants of the country take nature diet compatible to different seasons to become healthy and happy. The Indians prefer naturopathy and ayurvedic treatment rather then allopathic or any treatment. The seasonal diet, exercise, yoga recreation, cleanliness, rest, satisfaction and sacrifice etc. are the best sources of happiness and endurance. Some of the examples of seasonal diet and other sources of health and happiness of Indian cultural are narrated below:

**Diet in Winter Season**

Indian people take a hot diet in winter season i.e. Bajra, Jawar, Methi, Khoya, Gur and Butter etc. This diet keeps the citizen fit and happy.

**Diet in Summer Season**

People take light food in summer seasons like Joe, Wheat, Badam, Lassi, Rabri, Sugarcane juice etc. These are natural diet and produce a cooling in the human body.

**Diet in Rainy Season**

Fried food like Puray, Gulgulay, Sawali, Lapsi etc. are taken by the people during rainy season. This diet is antibiotic and keeps the man happy and healthy during the rainy season.

**Exercise**

In India people adopt different exercise in different seasons. Exercise is useful in various diseases. Exercise keeps the man happy throughout the day.

**Yoga**

In ancient times Yoga was the only way of treatment for various diseases. Yoga is still prevalent in the country.

**Cleanliness**

Cleanliness is the first and fore most requirement to become happy and healthy. All treatments and diet etc.
become ineffective in the absence of cleanliness.

**Rest and Massages**

After the fast and busy life of daylong a body requires rest. Massage is also a good source of giving rest and strength to nervous system and the man becomes fresh and happy.

**Recreation**

Satisfaction and sacrifice: These points are must for keeping men healthy and happy.

The advancement of medical research can not avoid the above mentioned approaches in order to achieve health and happiness in India and the World of Today.

In accordance with *Arya and Arya (2004)* well-being or a feeling of happiness may be influenced not only by external events but also by internal dispositions. Personality is a combination of individual external behaviour and internal mental state. Present study is an attempt to determine the connection between personality variables and well-being. For this purpose a sample of 60 students selected on random basis from colleges of Chandigarh age ranged between 20-24 years was used. Personality was assessed by using of Eysenck Personality Inventory (EPI) by Eysenck and Eysenck. EPI measures two dimensions of personality extroversion and neuroticism. Respondents completed a subjective well-being Inventory of Sell and Nagpal designed to measure the 11 dimensions of psychological well-being. Relationship among 11 well-being outcomes and two factors of personality were examined by computing correlation in the target sample. The well-being outcomes were negatively linked with neuroticism and tendency towards neuroticism and positively linked with extroversion. Results revealed that meaningful associations among well-being and personality dimensions.

**Shukla (2005)** has discussed the relative importance of emotional balance in subjective well being. She has stated that well-being is co-related with courage, emotion balance, faithfulness, intelligence and forgiveness. It is a booster process. Dealing with the hazards of well being she has discussed ANT (Automatic Negative thought).

**Agarwal (2005)** studied the institutional climate of PAC men and studied their subjective well being. It was found that the idea of social improvement was based on the welfare of human behaviour.

**Joshi (2004)** found the relative efficacy of life satisfaction and well-being among husband, widow, divorcee and unmarried women. It was assumed that the pattern of life satisfaction and well-being would very according to the pattern of marital satisfaction in women. Forty, 35-50 year old women residing in Almora were taken in consideration and the measure of life satisfaction and well-being were administered on them. It was found that life satisfaction was lower among divorces while in other groups the difference was not so high. Same findings were manifested by the data of well-being. In addition, positive relationship between life satisfaction and well-being was noted. Findings were interpreted in terms of the experience of well-being as the sources of mental peace and satisfaction.

Religion is the essence of life following which a person becomes mentally satisfied and faces the demands of life relatively positive way (*Joshi & Shukla, 2004*). It is a common fact that when a person follows the religious paraphernalia he finds himself mentally satisfied and it results in terms of satisfaction and peace which is leading path of well-being. In this way the relationship between religion and well-being cannot be defied. This study was centralised in the temples of Kumaun namely Nanda Devi (Almora), Raghunath Mandir (Almora), Tample of Golu Devta Chitai and Ghorakhal Tample of Jageswar, Tample of Garjia Ramnagar & Tamples of Doonagiri and Purnagiri were tapped and Pujaries were contracted. After proper rapport an interview schedule was given to them in which they were asked about the religion and their interesting religious activities. There after, the measure of religiosity and well-being were administered on them. Findings were interpreted by mean and one way analysis of variance. It was found that high level of religiosity and well-being appeared in them.

**Prakash (2004)** stated that the term ‘well-being’ has been closely used to imply different meanings in different contexts. Ordinarily, it is taken as an equivalent of good health and happiness provided by the materialistic amenities of the present era. Though this concept is usually prevalent in the western and west oriented societies, it...
in reality encompasses all the three aspects—physical/material, mental and spiritual. As a matter of fact the physical aspect has been amply emphasized all over the world with the advent of health psychology. Simultaneously, the ingredient of mental health has been taken care of by the psychologists during the past century. Almost every school developed its own ways of tackling mental problems and acquiring mental peace and harmony. The Behaviorists, Psychoanalysts, Gastalt and Humanistic psychologists developed their own techniques depending upon their value systems. Almost all of these did not go beyond the physical, material and social values. The moral and transcendental values were ignored. In India, the ideal state of well-being always comprised of the physical, material, mental and spiritual aspects. The physical aspect was never ignored owing to the belief that only a healthy state can lead to mental peace, and spiritual bliss was well recognized in the Yoga system. The Indian system believe in a right moral order built in the universe itself, to understand what is real and to live rightly is the ultimate values to be strived for. The Charvakas had their own value system, which was purely materialistic. The Jain and the Buddhists systems too were based on enlightenment and non-violence as their true values of life. Living a life of compassion and love for all and thereby achieving liberation from selfish cravings is the real value of life and by following these one can attain the blissful state, the complete well-being. The Bhagwat Gita also explains how by doing one's duty alone, one can transcend all mental and physical worries, which is the real state of well-being in the true sense. In short, true realization of well-being is possible only through the integrated development of one's complete personality.

Carpenter and Clymun (2004) have claimed that three percent of American's children are living with a relative, without their biological parent (termed kinship care). Some of these arrangements are formally court-ordered while others are informally arranged. Little is known about the lasting impact of these living arrangements. This study investigated the relationship between childhood kinship care and adult physical and emotional well-being. Data from 8,760 women in the 1995 National survey of Family Growth were analyzed. Kinship (n=471) and comparison (n=8,289) groups were identified. The outcomes variables were health status, limitation in life activities, presence of anxiety, and unhappiness with life. After adjusting for multiple predictor variables, kinship care was associated with greater unhappiness with life (OR 2.3, CI 1.5-3.6) and with the presence of prolonged anxiety (OR 1.6, CI 1.1-2.2). Despite significant differences in vicariate analyses, kinship care was not associated in logistic regression models with either poor health status or limitations in life activities. Childhood kinship care is associated with poor emotional but not physical well-being in adulthood. Recognition of this risk factor by child welfare agencies and health care providers may facilitate intervention among adolescents prior to emancipation to permit more efficient diagnosis and treatment of mental health disorders.

Having made a close perusal of this review it is apparent that gender, age and employment status are the factors that influence the pattern of emotional disturbance and well being in India and in abroad. Many attempts have been made in this context. Dhaundiyal (1993) studied emotional disturbance but she did not co relate adult mass. Malik, (1992) studied well being but only retired people were tapped. Kumari and Singh (2000) studied emotional disturbance but she did co-related it with well being. Thus it was thought to see the pattern of well being and routine stress in the employed and unemployed women of joint and nuclear family. In this way this study was planned and captioned as “Well-being, mental health and routine stress in job and jobless women of joint and nuclear families”

This study was planned in three subsequent sub studies. In study one as attempt was made to find out the pattern of well-being in the employed and unemployed women of joint and nuclear families. The second study explored the impact of job conditions and family type on the mental health of women. In study three an attempt was made on assessing the impact of mental health among the employed and unemployed women of joint and nuclear families. The overview of research is given below: